



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

February 14, 2006

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

COUNTYWIDE CLASSIFICATION ACTIONS (ALL DISTRICTS - 3 VOTES)

IT IS RECOMMENDED THAT YOUR BOARD:

Approve the accompanying ordinance amending Title 6, Salaries, of the County Code to reflect classification and compensation changes, to implement the results of classification studies, and to make technical corrections.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Your Board has instructed the Director of Personnel to submit classification letters on a periodic basis throughout the year to facilitate consideration of classification recommendations in a timely manner. The development and maintenance of the County's classification system is one of the Department of Human Resources' (DHR) primary functions.

Your Board's approval of these recommendations will provide the ordinance authority for County departments to implement the compensation and classification recommendations in this letter.

To Enrich Lives Through Effective and Caring Service

Implementation of Strategic Plan Goals

Approval of the accompanying ordinance will further the County Strategic Plan, Organizational Effectiveness Goal, to achieve departmental operational needs and to maintain consistency in personnel practices throughout the County.

These classification recommendations will ensure the proper classification of positions based upon the duties and responsibilities assigned to these jobs as performed by the incumbents. This is a primary goal of the County's classification system and a means for the appropriate classification and compensation of the County workforce. Positions reclassified upward are consistent with the class concepts of the proposed classifications. These actions are recommended based upon accepted principles of classification and are important in addressing departmental operational needs and in maintaining consistency in personnel practices throughout the County. The proper classification of positions and employees facilitates good business operations and can reduce the number of costly personnel-related problems (Attachments A and B).

FISCAL IMPACT/FINANCING

There is no projected budgeted net County cost resulting from these actions. Cost increases associated with upward reclassification actions and MAPP compensation adjustments will be absorbed within the Board's adopted budget for each affected department. No additional funding is required. Incumbents of filled positions promoted as a result of upward reclassifications would receive increases of approximately 5.5 percent.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Restoration of Former Class

The Head, Transportation and Equipment Services class is being restored to oversee the newly established tree trimming crews who provide services on a countywide basis. During fiscal curtailments in 1997, the class was vacant and subsequently deleted. This classification would also be responsible for the maintenance, repair, and disposal of automotive, trucking, and heavy construction equipment needed for landscaping, weed control, and tree planting.

Salary Changes

Two (2) MAPP classes are being recommended for salary change to provide compensation that appropriately recognizes the level of duties and responsibilities assigned.

Salary Corrections

Corrections to salary schedules are being recommended for six (6) classes that were included in the Chief Administrative Office's December 20, 2005 Board letter. Due to timing issues associated with the ordinance adoption date, inadvertent errors resulted relating to the effective dates and corresponding salary levels. The recommended changes will correct the effective dates and corresponding salary levels.

Reclassifications

There are six positions in three (3) departments being recommended for reclassification (Attachment B). The duties and responsibilities assigned to these positions have changed since the original allocations were made. The positions would be more appropriately classified to the recommended classes.

Authority

The County Charter (Article VI) authorizes the Director of Personnel to establish and maintain "a classification plan and the classification of all positions." This responsibility is further delineated in Civil Service Rule 5 of the County Code.

Approvals

- The Chief Administrative Officer has reviewed these recommendations.
- The Department of Human Resources has initiated consultations with the impacted employee organizations.
- The accompanying ordinance implementing amendments to Title 6, Salaries, of the County Code has been approved as to form by County Counsel.

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IMPACT ON CURRENT SERVICES (OR PROJECTS)

Your approval of these classification recommendations will enhance the operational effectiveness of the departments through proper classification of positions and employees.

Respectfully submitted,

MICHAEL J. HENRY
Director of Personnel

MJH:STS
SM:vmh

Attachments (2)

c: Chief Administrative Officer
Executive Officer, Board of Supervisors
County Counsel
Auditor-Controller
Affected Departments

ATTACHMENT A**NON-REPRESENTED CLASS RECOMMENDED FOR RESTORATION**

Item No.	Title	Salary Schedule Level
6037	Head, Transportation and Equipment Services	95A

NON-REPRESENTED CLASSES RECOMMENDED FOR SALARY CHANGE

Item No.	Title	Current Salary Schedule & Level	Recommended Salary Schedule & Level
0991	Chief, Administration and Contract Services, Animal Care and Control	N23 R8	N23 R9
4631	Chief, Information Systems, Health (UC)	N23 R14	N23 R16

CLASSES RECOMMENDED FOR SALARY CORRECTION

Item No.	Title	Current Salary Schedule & Level		Recommended Correction to Salary Schedule & Level	
1762	Chief Epidemiologist, Public Health	01/01/2006 01/10/2006	NW 99F NW 98G	01/01/2006 01/10/2006	NW 98G NW 99F
0937	Crime Analysis Program Manager	01/01/2006 01/10/2006	93D 92E	01/01/2006 01/10/2006	87C 93D
1622	Program Assistant	01/01/2006 01/10/2006	82H 81J	01/01/2006 01/10/2006	79A 82H
8160	Psychiatric Tech Interim Permittee	01/01/2006 01/10/2006	NA 65F NA 64G	01/01/2006 01/10/2006	NA 64G NA 65F
0940	Supervising Crime Analyst, Sheriff	01/01/2006 01/10/2006	88D 87E	01/01/2006 01/10/2006	85B 88D
1760	Supervising Epidemiologist	01/01/2006 01/10/2006	NW 93F NW 92G	01/01/2006 01/10/2006	NW 92G NW 93F

RECOMMENDATIONS FOR POSITION RECLASSIFICATION**DEPARTMENT OF ANIMAL CARE AND CONTROL**

Number of Positions	Present Classification and Salary	Classification Findings and Salary
4	Animal Control Officer I 64G Represented	Animal Health Technician 72A Represented

The subject positions are assigned to veterinary clinics within the Department's animal shelters to perform certain advanced level paramedical veterinary procedures under the direction of a licensed veterinarian. The reclassification of these positions will allow the department to meet critical staffing needs for certified veterinarian technicians. Therefore, an upward reclassification to Animal Health Technician is recommended.

DEPARTMENT OF HEALTH SERVICES – SOUTHWEST CLUSTER

Number of Positions	Present Classification and Salary	Classification Findings and Salary
1	Supervising Typist-Clerk NV 63H Represented	Administrative Assistant III 82C Represented

The subject position is assigned to the Hubert Humphrey Comprehensive Health Center and is responsible for managing a variety of highly complex operations and budgetary projects and for supervising administrative support, procurement, and warehousing staff. In addition to performing special administrative projects as assigned, the position also serves as the Contract Audit liaison over approximately twenty-two (22) standard contracts and as the Human Resources liaison interacting directly with Department of Health Services (DHS) Human Resources staff to resolve personnel issues.

The duties and responsibilities are comparable with Administrative Assistant III positions allocated in other DHS comprehensive health centers. Therefore, an upward reclassification to Administrative Assistant III is recommended.

RECOMMENDATIONS FOR POSITION RECLASSIFICATION (cont'd)

INTERNAL SERVICES DEPARTMENT

Number of Positions	Present Classification and Salary	Classification Findings and Salary
1	Senior Typist-Clerk NV 63H Represented	Procurement Aid 64H Represented

The subject position reports to an Electronics Communications Technician Supervisor and is assigned to the Radio Field Maintenance Section in the Radio Systems Division where it performs procurement processing for equipment and supplies. This includes preparing, processing, and maintaining procurement documents; receiving and processing shipments; and working with vendor suppliers to resolve basic order-related problems. The scope, level, and variety of work assigned is consistent with the definition and allocation standards for the Procurement Aid class which participates in the procurement process of a variety of supply items or services. Therefore, we are recommending an upward reclassification to Procurement Aid.